97-84130-16

American Association of University Women

Factors conditioning the work and progress...

Washington, D.C.

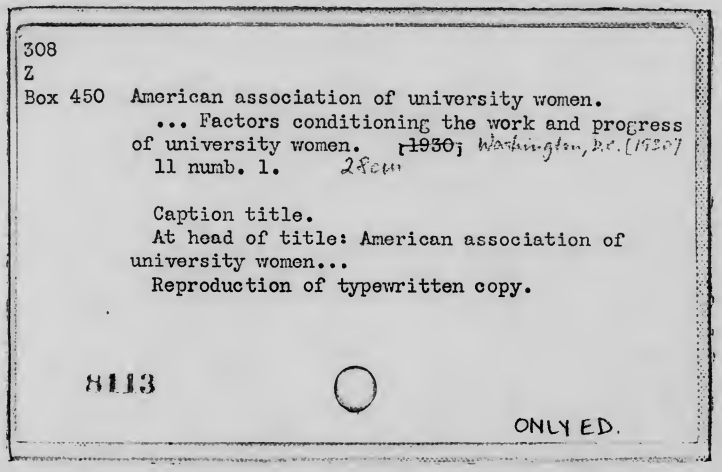
[1930]

97-84130-16
MASTER NEGATIVE #

COLUMBIA UNIVERSITY LIBRARIES
PRESERVATION DIVISION

BIBLIOGRAPHIC MICROFORM TARGET

ORIGINAL MATERIAL AS FILMED - EXISTING BIBLIOGRAPHIC RECORD


308
Z
Box 450 American association of university women.
... Factors conditioning the work and progress of university women. ~~[1930]~~ Washington, D.C. [1930]
11 numb. l. 28cm

Caption title.
At head of title: American association of university women...
Reproduction of typewritten copy.

8113

ONLY ED.

RESTRICTIONS ON USE: *Reproductions may not be made without permission from Columbia University Libraries.*

TECHNICAL MICROFORM DATA

FILM SIZE: 35mm REDUCTION RATIO: 9:1 IMAGE PLACEMENT: (IA) IIA IB IIB

DATE FILMED: 7/3 INITIALS: TLM

TRACKING # : 25168

FILMED BY PRESERVATION RESOURCES, BETHLEHEM, PA.

American Association of University Women
1634 I Street, N. W.
Washington, D. C.

FACTORS CONDITIONING THE WORK AND PROGRESS OF UNIVERSITY WOMEN

1. JOBS FOR UNIVERSITY WOMEN

I. Historical sketch of growth in professional opportunities for women

II. Changes in occupational distribution since 1900

III. Jobs women are now holding

308
Z
Box 450

A. Leading fields of work

B. Salaries

C. Opportunities for employment and promotion

D. Possibilities for personal development

IV. Signs of progress

V. Extent to which women are gaining a foothold in fields of work commonly considered as belonging to men -- ministry, law, medicine, engineering, etc.

Occupations for College Women - A Bibliography. Institute of Women's Professional Relations. Bulletin No. 1. October 1929.

Hatcher, O. Latham. Occupations for Women. Southern Women's Educational Alliance, Richmond, Va. 1927.

Hutchinson, Emilie J. Women and the Ph.D. Journal of American Association of University Women. XXII. 19-23. October 1928.

Women in the Modern World. Annals of the American Academy of Political and Social Science. CXLIII. May 1929.

Leuck, Miriam Simons. Fields of Work for Women. D. Appleton and Company, New York. 1926.

Current Periodicals.

2. BARRIERS TO SUCCESS IN BUSINESS AND THE PROFESSIONS

I. Difficulties in securing training

II. Prejudices against women workers

A. Woman's place is in the home

B. Men as heads of families have claim to larger opportunities

C. Women are inferior to men in ability

III. Personal characteristics opposed to success

A. Are women too personal and "touchy"?

B. Are women too serious, conscientious, detail-minded?

C. Are women too aggressive and "bossy"?

IV. Lack of incentive to success

A. Expectation of giving up work on marriage

B. Success in work not expected of women

C. Financial pressure not as strong for women

V. Lack of continuity and concentration on the job.

A. The demands of homemaking and children

B. The claims of parents and other relatives

C. The demands of "feminine charm"

VI. Possibilities of overcoming these barriers

Thomas, M. Carey. Education of Women. New York: American Book Co. 1911. 40 pp.

Voorhees, Elsa Denison. Emotional Adjustment of Women in the Modern World and the Choice of Satisfactions. Annals of American Academy of Political and Social Science. CXLIII. pp. 368-373. May 1929.

Bromley, Dorothy Dunbar. Feminist -- New Style. Harpers CLV. pp. 552-560. October 1927.

Burbacker, John S. The Judicial Status of Marriage and Maternity as an Obstacle to the Education of Women for Professional Careers in Public School Teaching. School and Society, XXVI. pp. 428-435. October 1, 1927.

Also References Given for No. I.

3. EQUAL PAY FOR EQUAL WORK

I. How do the earnings of men and women compare at the present time?

A. In general

B. For equal work

II. Why do women receive less pay for equal work?

A. Weaker bargaining power

B. Custom and prejudice

C. The pin-money and self-support theory

III. What are the facts concerning family support?

A. The relative burden of men and women workers

B. Should men receive more pay because of their greater burden?

IV. What would be the effects of equal pay

A. On the occupational opportunities of women workers

B. On men's wages

V. Is the family allowance system a feasible solution?

Breckenridge, S. P. The Home Responsibilities of Women Workers and the "Equal Wage." Journal of Political Economy. August 1923. Vol. 31. pp. 521-543.

Peterson, Agnes L. What the Wage-Earning Woman Contributes to Family Support. Annals of American Academy. May 1929. Vol. CVLIII. pp.74-93.

Rathbone, Eleanor F. The Disinherited Family. (London: Edward Arnold and Co. 1924)

Edgeworth, F. Y. Equal Pay to Men and Women for Equal Work. Economic Journal. Vol. 32. pp. 451-57. December 1922.

Hathaway, A. H. Should There be Salary Distinctions Between Men and Women Teachers. American School Board Journal. July 1929. pp. 45-46.

U. S. Congress 70th, 2nd Session -- H. of R. House Document No. 602. Report of Wage and Personnel Survey. Personnel Classification Board, Washington, D. C., Government Printing Office. 1929. Chaps.IX-XII

Webb, Beatrice. The Wages of Men and Women; Should They Be Equal? London Fabian Society (1919) 79 p.

4. A FAMILY AND A JOB--CAN IT BE DONE?

I. Extent to which it is being done

A. Locally

B. Nationally

II. Why do mothers seek employment?

A. Financial necessity

B. Revolt from housekeeping

C. Outlet for energies

D. Desire to be better mothers

III. What sorts of jobs are open to them?

A. Importance of premarital experience

B. Part-time versus full-time work

C. Flexible hours

D. Community facilities for care of children and housekeeping - nursery schools, supervised playgrounds, school lunches, community kitchens, etc.

IV. What effect has the employment of the mother?

A. On the family

1. The husband
2. The children
3. Domestic help

B. On home life

C. On the mother herself

V. Should it be done?

Coyle, Grace L. Jobs and Marriage. The Womans' Press, New York. 1928. 101 pp.

Pruette, Lorine. The Married Woman and the Part-time Job. Annals of the American Academy. Vol. CXLIII. May 1929. pp. 301-314.

Woodhouse, Chase G. Married College Women in Business and the Professions Annals of the American Academy. Vol. CXLIII. May 1929. pp. 325-338.

Groves, Ernest R. The Personality Results of the Wage Employment of Women Outside the Home and Their Social Consequences. Annals of the American Academy. Vol. CXLIII. May 1929. pp. 339-348.

Snedden, David. Some Probable Social Consequences of the Out-Working of Well-Endowed Married Women. Annals of the American Academy. Vol. CXLIII. May 1929. pp. 349-360.

Collier, Virginia. Marriage and Careers. The Channel Book Shop, New York. 1926. 121 pp.

Kennon, Anne B. College Wives Who Work. Journal of the American Association of University Women. Vol. XX. June 1927. pp. 100-106.

Eliot, Clara. Married Barnard Alumnae. Bulletin of the Associate Alumnae. Vol. XVIII. December 1928. p. 6.

Hansl, Eva v. B. What About the Children. The Qeustion of Mothers and Careers. Harpers CLIV. January 1927. pp. 220-227.

Howes, Ethel Puffer. Continuity for Women. Atlantic Monthly, CXXX. December 1922, p. 731.

Dublin, Louis I. Homemaking and Careers. Atlantic Monthly, CXXXVIII. September 1926. pp. 335-343.

Current Periodicals

5. CAN THE OLDER MARRIED WOMAN COME BACK?

I. To what extent has her skill suffered during her years of homemaking?

A. Possibilities of maintaining her skill

B. Difficulties encountered in regaining her skill

C. Difficulties encountered in keeping up with new developments

II. What is the effect of her years of homemaking on her attitude toward her job?

A. On her business habits?

B. On her self-confidence?

C. On her attitude toward her employer and fellow-workers?

D. On her ability to adjust?

III. To what extent is she helped or handicapped by her maturity?

IV. What sorts of jobs are open to her?

A. Attitude of employers toward her

V. How could her handicaps be overcome?

VI. Should she come back?

A. Other alternatives

Spencer, Anna Garlin. Women's Share in Social Culture. Lippincott

Hansl, Eva v. B. What About the Children? The Question of Mothers and Careers. Harpers, CLIV. January 1927. pp. 220-227.

Mavity, Nancy B. The Wife, The Home and The Job. Harpers, July 1926.

Howes, Ethel Puffer. Continuity for Women. Atlantic Monthly, CXXX. December 1922. p. 731.

Pope, Virginia. The Middle Aged Woman in Business. The Woman Citizen. April 1926.

Ross, May. Can Mother Come Back. Survey, LVIII. April 1927. p. 37.

Current Periodicals

6. WHAT IS HAPPENING TO THE WORK IN THE HOME?

I. To what extent has the work of the home changed in the last 50 years?

A. In the kind of work done?

B. In the amount of help which the homemaker receives?

C. In the standards of housekeeping and child care maintained?

II. Does the modern homemaker have a full-time job?

A. When she has no children?

B. When her children are small?

C. When her children are grown?

III. How does homemaking compare with other jobs at the present time?

A. In interest and satisfaction in the work?

B. In security, independence and other conditions of work?

C. In development of the workers' abilities and personality?

D. In prestige and opportunity for achievement

E. In economic reward?

IV. How can homemaking be made a more satisfying occupation?

A. By further reducing the work of the home?

1. By labor-saving equipment and housing?
2. By applying "scientific management" to household tasks?
3. By the use of commercial products and large-scale agencies?

B. By making homemaking a cooperative family job?

C. By education for homemaking as a profession?

D. By improvement in the homemaker's economic status? (See topic 7)

Parsons, Alice B. Woman's Dilemma. Part I, Ch. XI, Part II. N. Y.: Crowell. 1926.

Pruette, Lorine. Women and Leisure. A Study of Social Waste. E. P. Dutton and Company, New York. 1924.

Schreiner, Olive. Woman and Labor.

Myerson, Abraham. The Nervous Housewife. Little, Brown and Company, Boston, Mass. 1920.

Frederick, Christine. Household Engineering. Scientific Management in the Home. American School of Home Economics, Chicago, Ill. 1923 and 1925.

Gilbreth, Lillian M. The Homemaker and Her Job. D. Appleton, New York. 1927.

Kneeland, Hildegarde.
Is the Modern Housewife a Lady of Leisure
Survey Graphic, June 1929. Vol. LXII. pp. 301 ff
Limitations of Scientific Management in Household Tasks
Journal of Home Economics. May 1928. Vol. 20, pp. 311-314
Abolishing the Inefficient Kitchen
Journal of Home Economics. July 1929. Vol. 21, pp. 475-481

Reports of Study of "The Work of the Household." Bureau of Home Economics, U. S. Department of Agriculture, Washington, D. C.

Coyle, Grace L. Jobs and Marriage. The Womans' Press, New York. 1928. pp. 30-39, 51-66

7. WAGES FOR WIVES AND OTHER ROADS TO ECONOMIC INDEPENDENCE

I. The housemaker's present economic status

A. Is it unfair to her?

1. Dependency during marriage
2. Her status if the family is disrupted

B. Is it unfair to her husband?

1. The parasitic wife
2. The ethics of alimony

II. "Wages for wives"

A. Can the homemaker's work be valued in terms of money?

B. How should her "earnings" be computed?

C. How much does she "earn"?

D. Is the payment of "wages" a feasible scheme?

III. The financial partnership plan

A. The basis of the plan

1. Should the income be divided equally?
2. Who should own the savings?
3. Should property owned before marriage be divided?

B. The method of handling funds

1. Should bank accounts be joint or separate?
2. Who should pay the bills?
3. Who should make the investments?

C. Legal aspects

1. The "community property" laws of several states
2. What would a model law provide?

D. Is the partnership plan a satisfactory solution?

IV. The family allowance system abroad

A. The family wage system in Europe and Australia

B. The family endowment movement in England

C. Is the family allowance system desirable?

D. Is it a solution of the homemaker's economic problem?

McCullough, Catherine Waugh. The Economic Status of a Wife Working at Home. National League of Women Voters, Washington, D. C. Pamphlet 5¢

Kneeland, Hildegarde. Woman's Economic Contribution in the Home. Annals of American Academy of Political and Social Science, May 1929. Vol. LXLII, pp. 33-40

Is the Housewife Worth Her Salt? Survey Graphic, December 1929. Vol. XVI, p. 279

Fisher, Mrs. H. A. L. The Economic Position of the Married Woman. Oxford University Press, 1924. 30 pp.

Bromley, Dorothy Dunbar. The Ethics of Alimony. Harpers, February 1927. pp. 306-316.

Hays, Arthur G. Wages for Wives I - A Negative Report. The Nation, January 20, 1926. Vol. 122.

Stevens, Doris. Wages for Wives II - The Home as a Joint Stock Company. The Nation, January 27, 1926. Vol. 122

Douglas, Paul H. Wages and the Family. University of Chicago Press, 1925

Rathbone, Eleanor F. The Disinherited Family. A Plea for the Endowment of the Family. Edward Arnold and Company, London. 1924

Anthony, Katherine, Editor. The Endowment of Motherhood. B. W. Huebsch, New York. The Freeman Pamphlets. 1920. 50¢

8. THE PAID WORKER IN THE HOME - PRESENT AND FUTURE

I. Why has the employment of paid workers declined in this country?

A. The scarcity of supply of workers

1. Have the restrictions in immigration laws caused the shortage?
2. Why do workers prefer other occupations?

3. How much have wages increased?
4. Is the present worker less satisfactory?

B. The diminution of demand for paid service

1. Does the modern homemaker need less help?
2. Has the "maid" been replaced by the auto and movie?

II. What types of paid service do university women want?

A. Part-time versus full-time

B. General housework versus specialized tasks

C. Highly-paid skilled workers versus lower-paid unskilled

D. "Living-in" versus "living-out"

III. What standards of work are fair and feasible for such service?

A. As to hours of work

B. As to wages

C. As to living arrangements and meals

D. As to overtime, vacations, sickness

E. As to advancement, notice and other items

IV. From what sources can the supply of workers be drawn?

A. Part-time student workers

B. Middle-aged women not hitherto employed

C. Workers from other industries

D. Workers already in household service

V. How can the conditions of work and type of workers be improved?

A. Experiments of placement agencies

1. Selection of worker to fit the job
2. Standard contracts as to wages, hours, etc.
3. Job analysis and work schedules
4. Adjustment of difficulties between employer and employee
5. Supervision of workers on the job

B. Experiments of training agencies

1. Training of worker before placement
2. Training of worker after placement
3. Training of the employer

C. Workers' organizations

D. Legislation applying to household employment

E. Experiments of individual employers

Andrews, B. R. Economics of the Household. Chapter XIV (See Bibliography) Macmillan, New York. 1923

Watson, Amey E. Employer - Employee Relationships in the Home. Annals of American Academy of Political and Social Science, May 1929. Vol. CXLIII. pp. 49-60. (See Bibliography)

Frederick, Christine. Household Engineering. Scientific Management in the home. Chapter X. American School of Home Economics, Chicago, Ill. 1923 and 1925

Robinson, Mary V. Domestic Workers and Their Employment Relations. Woman's Bureau, U. S. Dept. of Labor, Bulletin No. 39, Washington, D. C. 1924.

Smith, Ethel M. America's Domestic Servant Shortage. Current History, May 1927. Vol. 26. pp. 213-218.

Stocks, Esther M. A Community Home Assistant's Experiment. Smith College Institute for the Co-ordination of Women's Interests, Northampton, Mass. Bulletin No. 5, 1928. 30¢

Young Women's Christian Association. Household Employment Commission. Bulletin No. 2. First Report 1915. New York National Board Y.W.C.A. The Road to Trained Service in the Household

National Committee on Employer - Employee Relationships in the Home. Mimeographed Reports. Dr. Amey E. Watson, Director, 773 College Ave., Haverford, Pa.

9. EXPERIMENTS WITH LARGE-SCALE HOUSEKEEPING

I. The pros and cons of large-scale housekeeping

A. Would it be more efficient?

1. The economies of large-scale production -- Specialization, mechanization, organization
2. The costs of large-scale production -- Distribution, financing, profits

B. Would the quality of products and services be lessened?

C. Would family life be injured?

D. Would the homemaker's time be used to better advantage?

1. Could she hold a full-time outside job?
2. Would her abilities have better outlet?

II. Experiments in regard to:

A. The family meal

B. The family laundry

C. The care of the house

D. The care of children

Black, Clementina. A New Way of Housekeeping. W. Collins Sons & Co., London. 1918.

Gilman, Charlotte P. S. The Wastes of Private Housekeeping. Annals of American Academy of Political and Social Science, July 1913. Vol. 48. pp. 91-95.

Parsons, Alice Beal. Woman's Dilemma. Part II. Crowell Co., New York. 1926.

Peters, Iva L. Agencies for the Sale of Cooked Foods Without Profit. Woman's Committee, Bulletin of Council of National Defense. Government Printing Office, 1919.

Smith College Institute for Coordination of Women's Interests, Northampton, Mass.
Bulletin No. 2. Cooked Food Supply Experiments in America. Alice P. Norton. 1927. 25¢
Bulletin No. 6. Cooked Food Supply Experiments in an Eastern College Community. Dorothea Beach and Ethel P. Howes. 1928. 50¢
Bulletin No. 3. The Cooperative Nursery School. What I Can Do For Parents. Ethel P. Howes and Dorothea Beach. 1928. 75¢
Bulletin No. 4. The Nursery School as a Social Experiment. 1928. 25¢

Consumer's Cooperative Services, Inc. Reports and Pamphlets. 54 Irving Place, New York, N. Y.

Home Administration Bureau, Woman's Home Companion. Pamphlets on Cooperation for Home Service. Crowell Publishing Company, New York City. 1923.

II. Supplementary to topical ...:

A. The family meal

B. The family laundry

C. The care of the house

D. The care of children

Blank, Clarence. A New Way of Housekeeping. N. York: Doubleday Doran & Co., Inc. 1918.

Blumer, Caroline F. P. The Textbook of Private Housekeeping. Annals of American Academy of Political and Social Science, July 1918. Vol. 42. Pa. Black.

Ferguson, Allie Bond. Woman's Work. Part II. Caldwell Co., New York. 1926.

Holmes, Ina L. Appendix for the Sale of Cooked Foods "Without Profit". Woman's Committee, Bulletin of Council of National Defense. Government Printing Office, 1918.

Smith College Institute for Coordination of Women's Interests. Northampton, Mass.
Bulletin No. 2. Cooked Food Supply Experiment in Lexington. Also 3.
Bulletin No. 6. Cooked Food Supply Experiment in Lexington Colleges. Types. 1927. 25¢
Bulletin No. 8. Cooked Food Supply Experiments in Summer Colleges. Conclusion. Determine Needs and Ethel P. Types. 1928. 5¢
Smith, Ida. 2. The Cooperative Nursery School. What & Can Be For Parents. Ethel P. Women Voting Bond. 1925. 15¢
Institute No. 4. The Nursery School as a Social Experiment. 1926. 25¢

Women's Cooperative Services, Inc. Reports and Pamphlets. To Irving Place, New York, N. Y.

Women's Educational Bureau. Woman's Home Companion. Pamphlets on Nutrition for Home Service. Cromwell Publishing Company, New York City. 1929.

MSH 25168

END OF
TITLE